USING CLASSIFICATION TECHNOLOGY TO SUPPORT FORCE SHAPING

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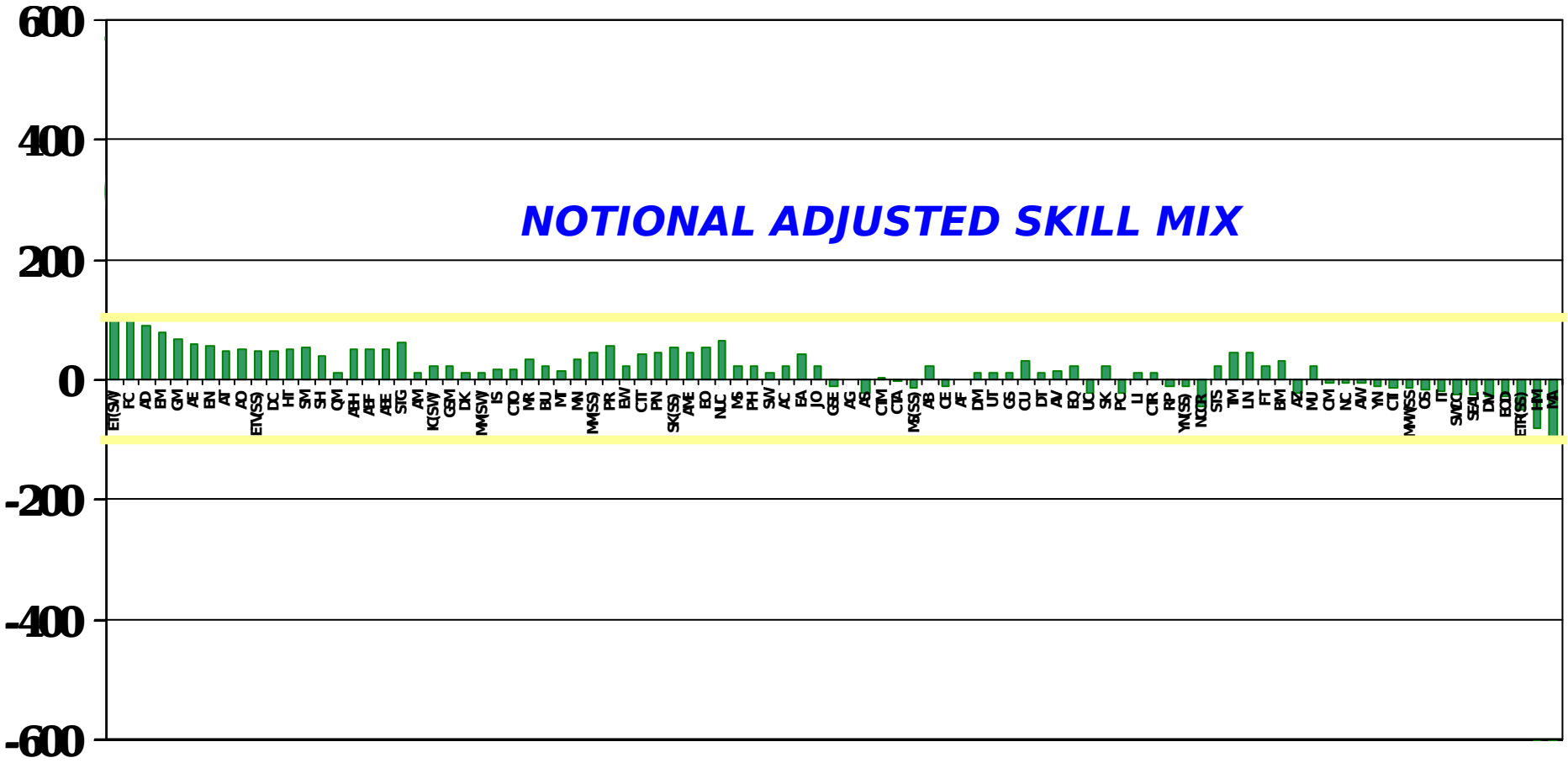
Force Shaping : Adjusting the Skill Mix (Data as of 28 FEB 03)



Perform To Serve : Force Shaping Initiative

GOAL: Maximize combat and personnel readiness through force aligning of Navy requirements and manpower, by providing opportunity for growth and development, while retaining the best.

- **Act as a force shaping tool by leveling rating manning from overmanned to undermanned, and acts as a quality screening by controlling reenlistments**
  - Initially First Term
  - Ultimately applied to 2nd term
  - Applied to all ratings
- **FY03 Estimated end strength impact**
  - N/A - Program implemented in March 03
  - Program set up requires transition period that crosses FY
- **Nature of program**
  - Centralized system with OPNAV-controlled quotas
  - Requires BUPERS authority to reenlist
  - Sailors may convert to undermanned rating

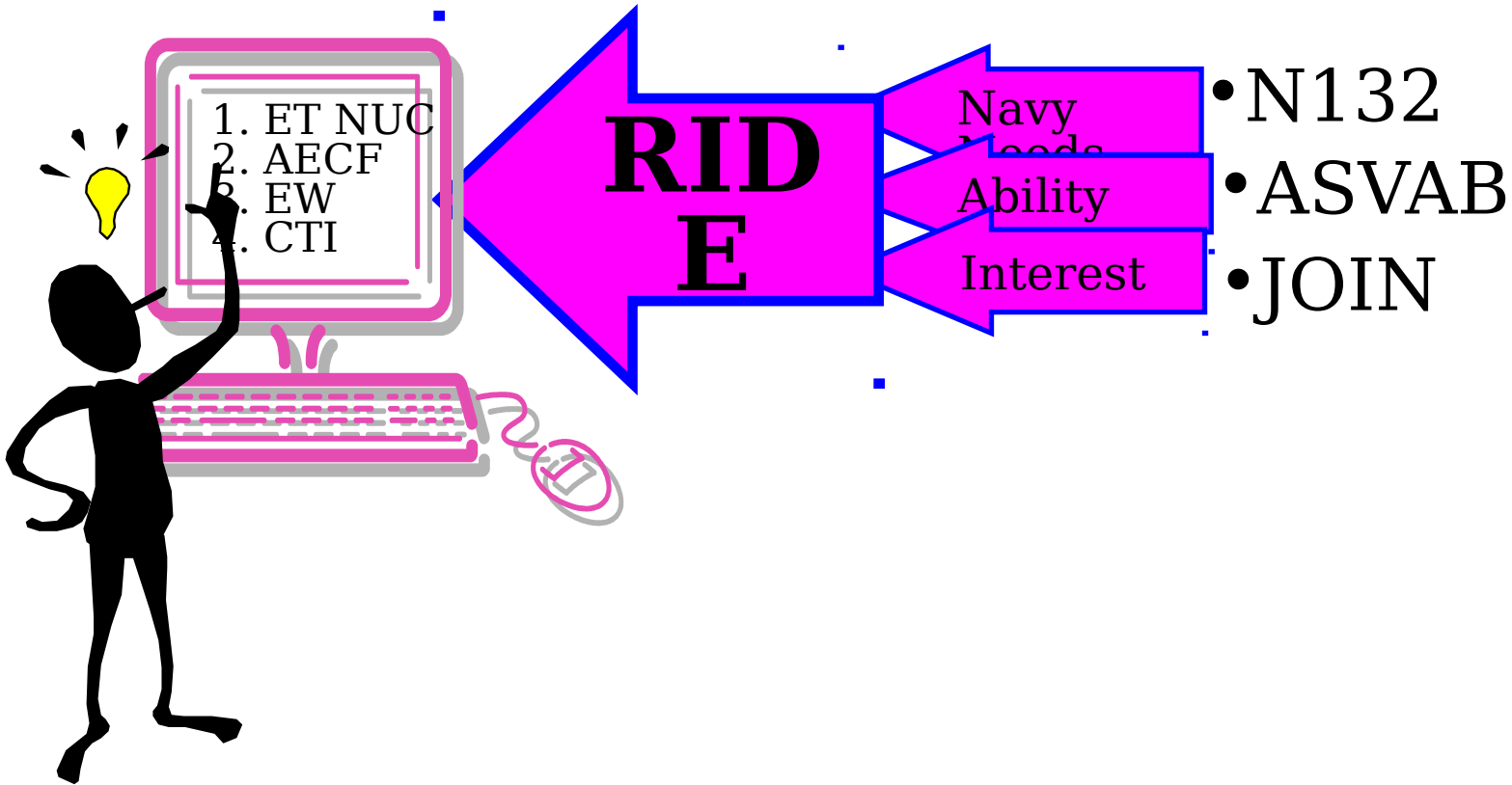
Perform To Serve : Force Shaping Initiative

- **Long Term Force Shaping Tool**
  - **Valuable for improving manning levels by rating**
  - **Gives Sailors a choice to move and increase advancement and professional opportunities.**
- **Expanding to include ALL first-term Sailors (<6 years); Requires approval from NPC to reenlist or extend.**
- **Candidates will be “stacked” with other Sailors in their rating and compete for monthly quotas determined by Enlisted Community Managers. Sailors will either receive approval to reenlist in their current rating, be offered a conversion to an undermanned rating, or declined reenlistment option.**

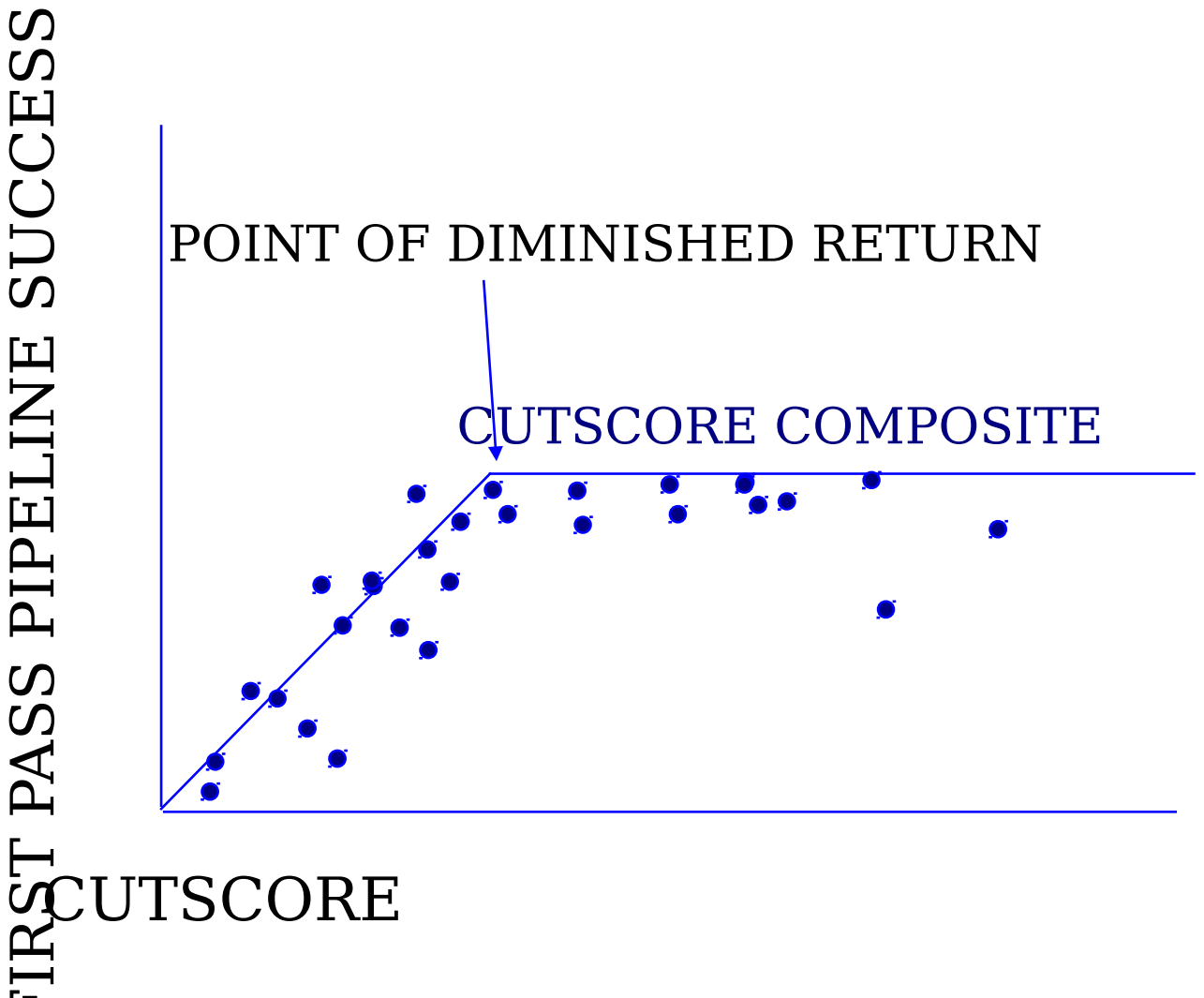
Perform To Serve : Force Shaping Initiative

- **Career Reenlistment Objectives**
  - **CREO 1 = undermanned (<90%)**
  - **CREO 2 = manned at desired levels (90-100%)**
  - **CREO 3 = overmanned (>/= 101%)**
- **Sailors in CREO group 3 should provide 3 rating conversion choices**
  - **Rating request must be in CREO 1 or 2**
  - **Member must be fully qualified for the ratings they are selecting**
  - **Retesting of ASVAB test may be required prior to submission of PTS**

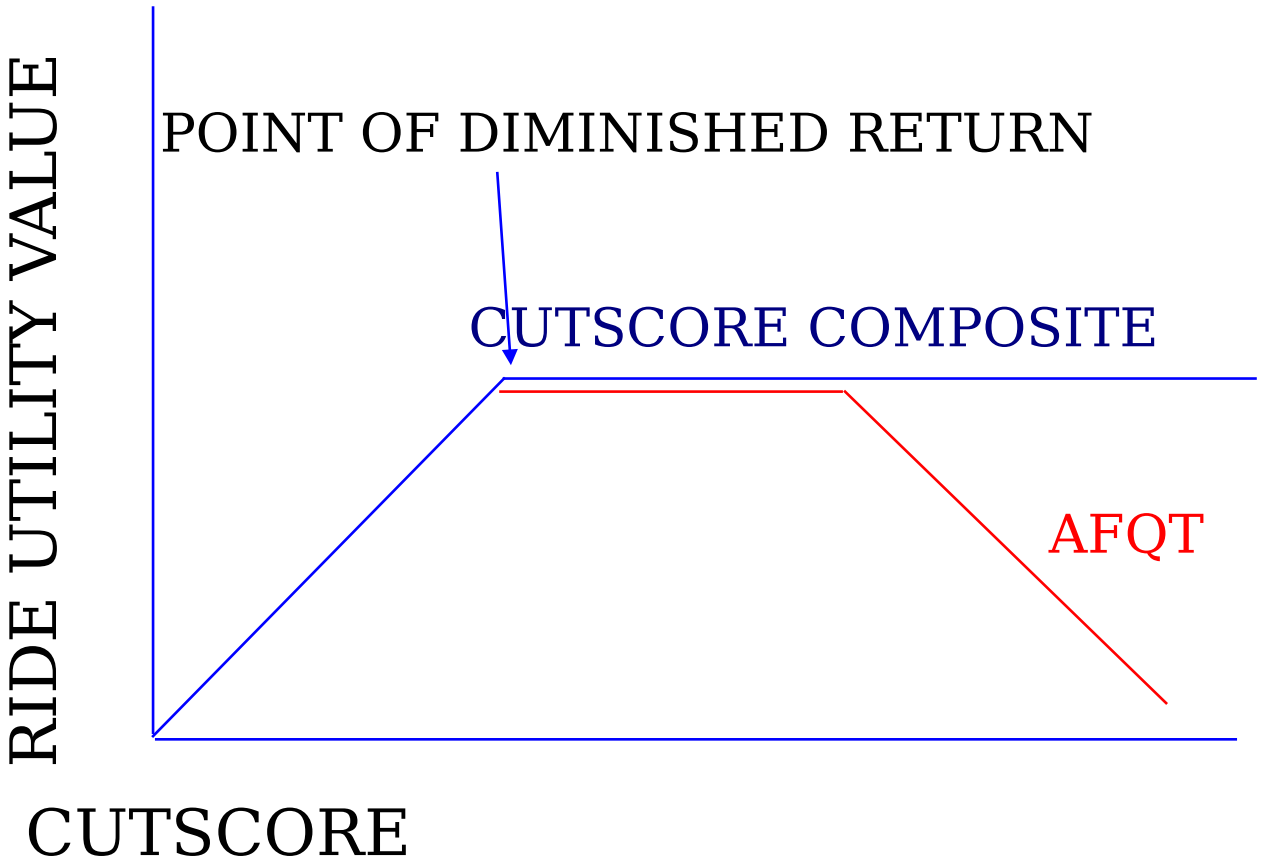
CLASSIFICATION TECHNOLOGY: RIDE/JOIN



RIDE


FIRST PASS PIPELINE SUCCESS
POINT OF DIMINISHED RETURN
CUTSCORE COMPOSITE
CUTSCORE

RIDE


RIDE UTILITY VALUE
POINT OF DIMINISHED RETURN
CUTSCORE COMPOSITE
AFQT
CUTSCORE

RIDE Model Studies

- **Original Study (1999)**
  - **1996-1998 Data had 18% FPPFs (First Pass Pipeline Failures)**
  - **RIDE red flagged 40% of FY96-98 FPPFs as mis-classifications, identified better job match**
  - **Potential cost avoidance through RIDE: 40% * 2390 Man Years = 956 Person Years**
- **Most Recent Study (2001):**
  - **RIDE performance surpassed competing assignment algorithms (Shadow Pricing, Efficient Frontier, CLASP and Actual Navy) using FY99-2000 data**
  - **Most dramatic difference:**

	FPPS	Unassigned	
» RIDE (no interest component yet)		86.4%	0
» CLASP (existing NAVY algorithm)	79.1%	6073	

Facilitating PTS With RIDE